

Council for Labor & Economic Growth
Quarterly Meeting
Lansing Community College West Campus, MTEC- Conference Center
Monday, December 3, 2007
9:30 a.m. – 12:30 p.m.

MEMBERS PRESENT:

David Adams	Doyle Hayes	Gene Pierce
Derick Adams	Eleanor Josaitis	Hubert Price, Jr.
Senator Glenn Anderson	Janet Joseph	Jaye Shamsideen
Lizabeth Ardisana	Jumana Judeh	Kester So
Paul Arsenault	Thomas Kimble	Marjorie Sorge
Paul Bergan	Karen Kosniewski	Mary Thornton
Harry Bonner, Sr. (via phone)	Jack Litzenberg (via phone)	Mitch Tomlinson
Matthew Chambers	Frank Lopez	George Yost
Keith Cooley	Alan Low	John Van Wyck (via phone)
David Eisler (via phone)	Sharon Parks	John Voorhorst (via phone)
James Epolito (via phone)	Sharon Peters	J. Michael Zelley
Fern Espino	Daniel Phelan	Lynn Zuellig

MEMBERS ABSENT:

Wilma Abney	Bradley Dyer	Robert Jacquart
Ismael Ahmed	Michael Flanagan	John James
Kenneth Baker	Senator Judson Gilbert II	Timothy Nelson
Stephen Balbierz	Patrick Gleason	Shelley Norman-Hill
Lloyd Bingham, Ph. D.	Norma Hagenow	Janet Olszewski
Ted Blashak	Dennis Hands	William Peterson
Matt Brynildson	Mayor George Heartwell	Sharon Rivera
Patrick Cannon	John Hernandez	Michael Schmidt
Representative Ed Clemente	Thomas Hickner	Cindy Warner
Jennifer Cornell	Representative Bill Huizenga	

I. CALL TO ORDER/OPENING REMARKS

Ms. Marge Sorge, Chair, called the meeting to order at 9:45 a.m. and welcomed Council members. Ms. Sorge introduced newly appointed CLEG members David Adams and Karen Kosniewski, as well as Jumana Judeh.

Ms. Sorge offered congratulations to CLEG member Lizabeth Ardisana, who was recently recognized by Crain's Detroit News as one of the region's Most Influential Women for 2007, and also mentioned it was recently announced in the Detroit News that CLEG member Cindy Warner's company, Northpointe Food Ventures, is in discussions to open a new upscale grocery store in midtown Detroit. Ms. Sorge thanked CLEG

member Bob Jacquart for sponsoring the lunch and refreshments for the meeting, which included Upper Peninsula pasties. Mr. Jacquart was unable to attend the meeting.

Ms. Sorge talked about a communications plan for CLEG that would include providing news and event relevant to the work of the Council on a timely basis. Additional sections could be added to the CLEG website that would contain news items of interest to the Council members, as well as continued updates on the No Worker Left Behind program. Other ideas for communication to the members included the Michigan Economic Development Corporation (MEDC) Newsletter, electronic weekly news from the Governor's Office, press releases from DLEG, and U.S. Department of Labor (DOL) workforce news. CLEG members indicated they would also like information on the status of the Regional Skills Alliances (RSAs).

Ms. Sorge invited Jeannette Klemczak, Chief Nurse Executive from the Michigan Department of Community Health to say a few words about the efforts to address the nursing shortage in Michigan. Highlights from Ms. Klemczak's update on nursing initiatives included the following:

- Convening a task force on nursing regulations that is made up of nurses, hospital administrators, and others to focus on updating the public health code that has been in place since 1978;
- The competition for clinical spots between Licensed Practical Nurses (LPNs) and Registered Nurses (RNs) to complete education;
- Focusing on rapidly preparing nursing faculty through the Michigan Nursing Corp to teach nursing at community colleges;
- The critical level of LPN shortages in the Detroit area;
- The lack of clinical placements and student passport system identified as barriers in nursing training;
- Addressing future nursing shortages across the state by utilizing better regional data; and
- The allocation of \$1.5 million in funds for nursing training after requesting \$15 million.

Additional comments from questions included:

- Training retired nurses with a four-year degree for clinical instruction;
- Quantifying the cost of the nursing shortage could include loss of care, surgical suites closed, and also the economic loss of unfilled vacancies;
- Anecdotal information on the nursing shortage in Detroit include poor working conditions, 75% staff turnover, low percentages of minorities in the nursing field, and changing the culture of organizations to promote better treatment of staff;
- AARP data that suggests older workers do not feel welcome in the workforce does not necessarily apply to older nurses. It is not that nurses 55 and older are not welcome in the workforce, but are not physically able to continue with a nurses grueling workload. Retired nurses are better suited to become educators and mentors, work in hospices, and home health care.

DLEG Director Keith Cooley talked about utilizing the data available on the nursing shortage and matching it with data on older workers wanting to continue to work. He then enlisted the help of the Council members to be messengers not only with legislatures, but also within their business communities to change the culture of organizations to welcome older workers.

II. ACTION ITEMS

The action items on the agenda include approval of the following:

- September 17, 2007 quarterly meeting minutes

A MOTION was made by Mr. Mike Zelley, CLEG member, and SUPPORTED by Mr. Matt Chambers, CLEG member, to approve the September 17, 2007 meeting minutes.

- Calendar for 2008 Meetings

A MOTION was made by Mr. Paul Bergan, CLEG member, and supported by Mr. Hubert Price, Jr., CLEG member, to approve the calendar for 2008 meetings.

- PY 2006 Workforce Information Core Products and Services Annual Report
- PY 2007 Workforce Information Core Products and Service Grant

Mr. Chambers stated the Accelerating Re-employment Committee reviewed and recommended Council approval of the PY 2006 Workforce Information Core Products and Services Annual Report and PY 2007 Workforce Information Core Products and Service Grant.

A MOTION was made by Mr. Chambers, and supported by Mr. Gene Pierce, CLEG member, to approve PY 2006 Workforce Information Core Products and Services Annual Report and PY 2007 Workforce Information Core Products and Service Grant.

Mr. Chambers also stated the Bureau of Labor Market Information and Strategic Initiatives (LMISI) staff have prepared and provided an Innovation Indicators Report to the Council. Mr. Rick Waclawek, Director of LMISI/DLEG, gave a short overview of other LMISI products that are available.

V. GLOBAL COMPETITIVENESS METRICS DISCUSSION

Ms. Sorge, Chair of the Global Competitiveness Committee, stated the committee is charged with developing clear metrics about the comparative position of Michigan workers in a global context. The committee is seeking input from the CLEG members in selecting relevant metrics for assessing the global competitiveness of Michigan's workforce. Ms. Sorge talked about the discussions the committees has had to date,

including their timeline to achieve their objective, research so far, the committee's "working" definition of competitiveness, and categories for analysis when assessing a competitive workforce. In addition, the committee proposed and defined a number of measures within the categories relevant to workforce competitiveness.

CLEG members participated in small group discussion to enable the committee to obtain feedback about the list of measures developed. The committee will use the feedback obtained to finalize a list of performance measures, and then apply the measures to assess Michigan's position, identify gaps, and make recommendations to CLEG for opportunities to improve and build on the competitiveness of Michigan's workforce.

VI. WORK READINESS CERTIFICATE

Mr. Matt Chambers, Co-Chair of the Work Readiness Certificate (WRC) Committee, introduced himself and stated he is Co-Chair of the WRC project with Mike Schmidt, who was unable to attend the meeting. Mr. Chambers summarized the committee's charge and research conducted to date, and also stated the questions from the September 17 meeting were addressed by the committee and available in the meeting materials. Based on the research conducted, the committee:

- Recommends a statewide CRC;
- Recommends ACT WorkKeys National Career Readiness Certificate, along with soft skills training; and
- Encourages MWAs to use JobFit as a job placement tool;
- Recommends an implementation workgroup be convened to address cost and infrastructure considerations that will include representatives from DLEG, Department of Education, Michigan Economic Development Corporation (MEDC), Michigan Works!, and other stakeholders deemed necessary; and
- Further recommends the ACT WorkKeys NCRC be included as a recognized credential for individuals improving their skills under the No Worker Left Behind program.

Mr. Chambers talked about the reasons the ACT WorkKeys NCRC system was chosen, and the basis for the recommendations from the committee. The committee is looking for approval from CLEG to convene the implementation workgroup, as this body will provide answers to the most important questions on whether Michigan should pursue a statewide career readiness certificate, such as implementation and funding.

A MOTION was made by Mr. Derick Adams, CLEG member, and SUPPORTED by Mr. Bergan, to approve convening a CRC implementation workgroup.

VII. COMMITTEE UPDATES

Mr. Derick Adams, Chair of the Industry Sector Committee, stated the committee has prioritized their action items, and acknowledged their support of the Career Readiness Certificate. The committee would like to see more knowledge of advanced

manufacturing, defining what exactly it is, and employment available in the field versus traditional manufacturing. The committee is also focusing on increasing awareness in healthcare opportunities and career ladders in this field. They recommend a focus of state resources in both areas to promote human capital in the advanced manufacturing and healthcare industries.

Mr. Mitch Tomlinson, Chair of the Low-Wage Worker Advancement Committee, provided an update on the committee's work to date. The committee was charged with developing a strategy that bridges the gap between basic skills development and community college enrollment. Mr. Tomlinson talked about the committee's recent Adult Ed Forum that was held with the Michigan League for Human Services and the development of the committee's work plan. The work plan will include an assessment of where Michigan's adult education system stands today, a case for change that includes opportunities for improvement and consequences for not making improvements within the system, what an improved adult education system would look like, and what needs to be done to accomplish an improved system. The committee will be convening a workgroup of experts within the adult education community who will take the lead on policy change recommendations. The committee's timeline is projected through September 2008, and at that time, final policy recommendations will be presented to CLEG.

Mr. Paul Arsenaault, Entrepreneurship Committee member, provided an update on the committee's activities in place of Entrepreneurship Committee Chair Jack Litzenberg, who was not in attendance. Mr. Arsenaault stated the committee was finalizing a program and initiative survey to identify entrepreneurship activities throughout state government that support or promote entrepreneurship. The committee would also be holding focus groups in different areas of the state to engage business, workforce development, and education leaders in discussion on what would be good for Michigan regarding entrepreneurship, and were looking for help from other CLEG members in the mid and west Michigan areas. Other activities include hosting several speakers at their upcoming committee meeting to provide feedback on their draft recommendation, aligning their activities with Entrepreneurship Week in late February/early March, and coordinating their work with the DLEG/MEDC partnership. Director Cooley added the two departments were looking at what they could do together to move an entrepreneurship strategy for the State forward.

VIII. PUBLIC COMMENT/CLOSING REMARKS

Ms. Sorge offered the opportunity for public comment.

Council members were encouraged to fill out the evaluations to aid in the development of future meeting agendas. The next CLEG meeting is on March 10, 2008 from 9:30 a.m. to 1:30 p.m., at the Lansing Community College MTEC.

There being no further business, Ms. Sorge adjourned the meeting at 12:30 p.m.